



District Substitute Teacher Survey Report 2025

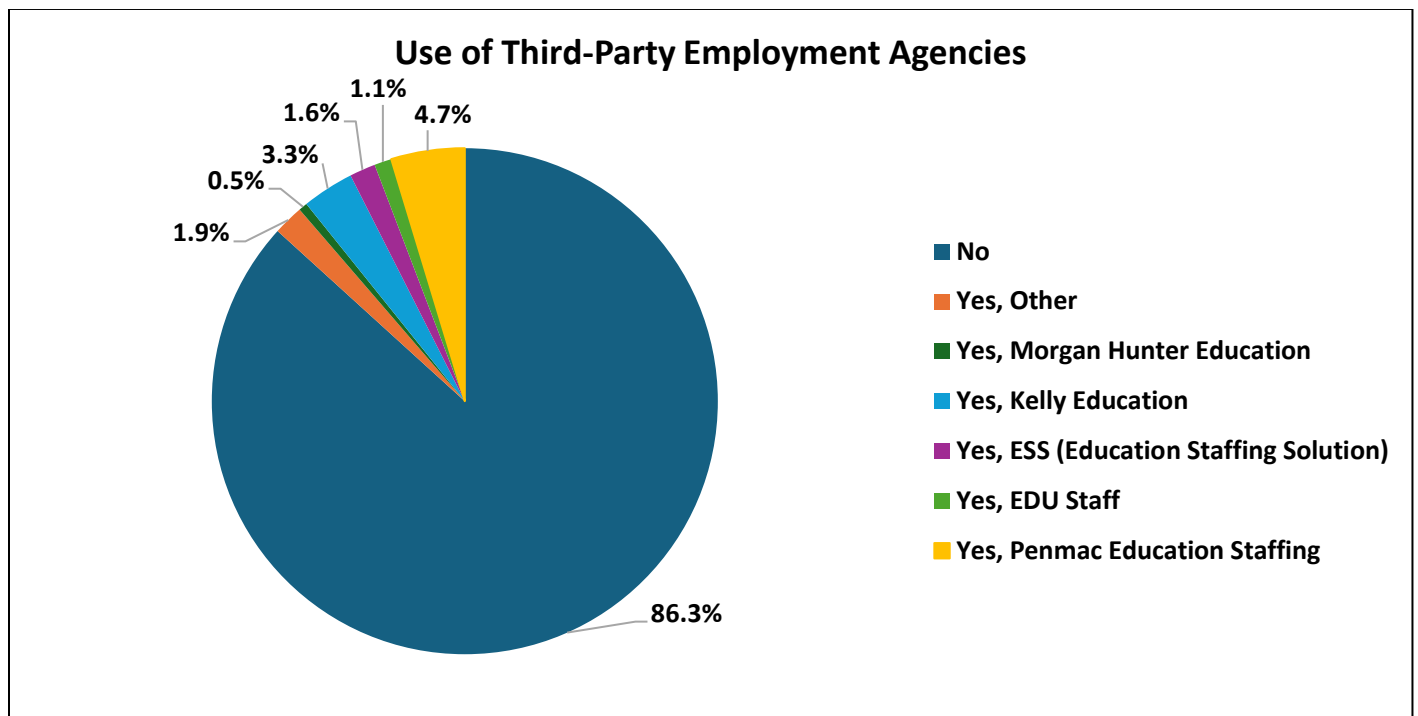
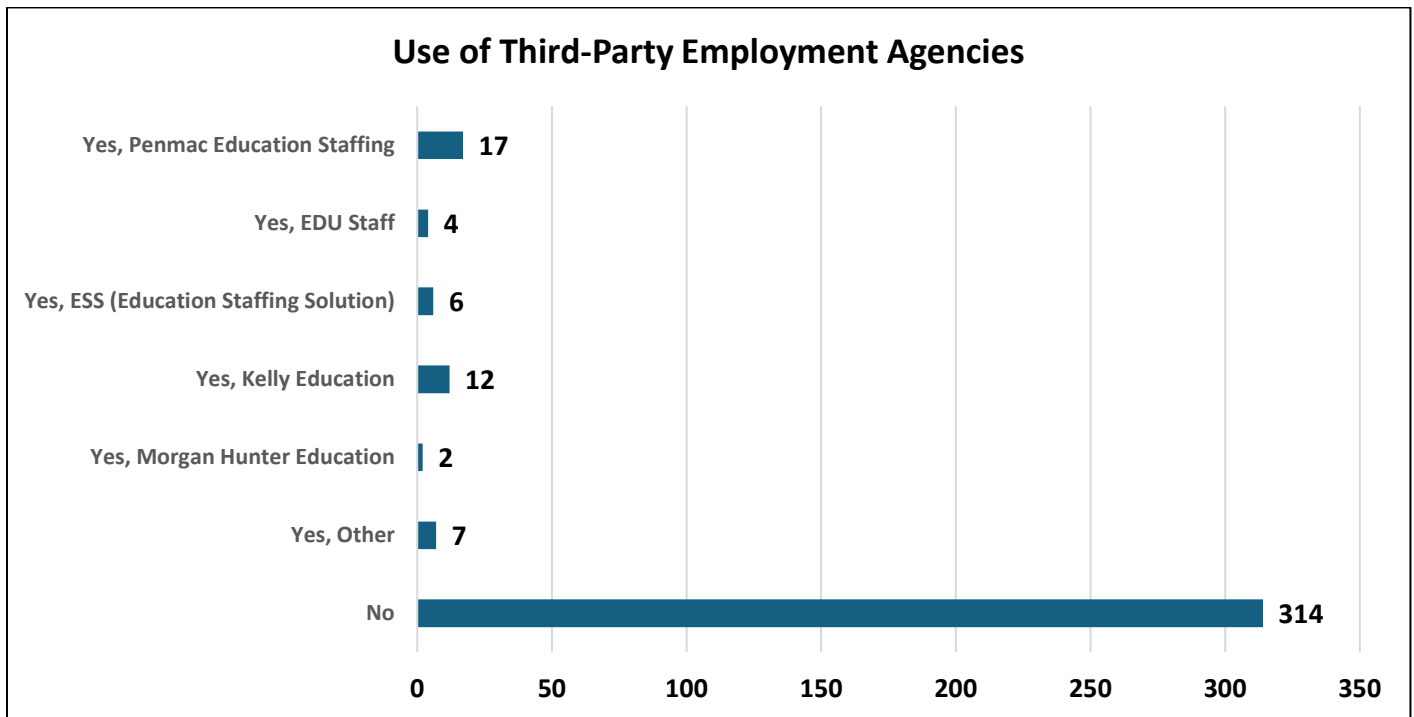
Legislation was passed and signed into law (168.037 RSMo) in June 2022 directing the Department of Elementary and Secondary Education (DESE) to create a web-based survey to be completed by each school district each year. DESE created the online survey and distributed it to all school districts and charter schools with directions to complete this survey using information from the 2024-25 school year.

The online survey was to collect information that identifies the region and school district. It also collects information about the use of third-party employment agencies, number of full and part-time substitutes hired, the recruitment strategies used by the school district, and the rate of pay. Finally, the survey collects information on the interview process for substitute teachers, as well as the use of current staff serving as substitute teachers.

The survey ran from November 21st, 2025, to December 5th, 2025. Over 360 responses were gathered, which represents about 65% of Missouri school districts and charter schools. This report summarizes the findings of this 2024-25 District Substitute Teacher Survey.

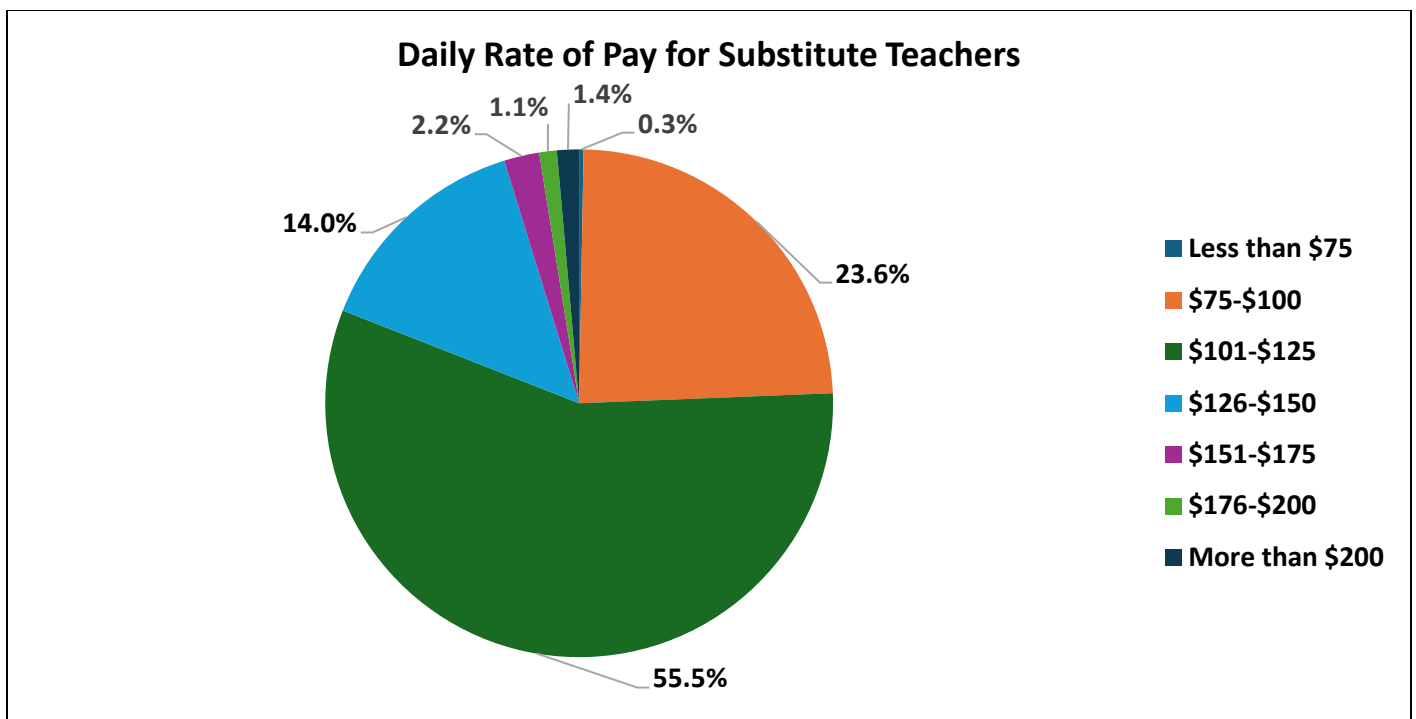
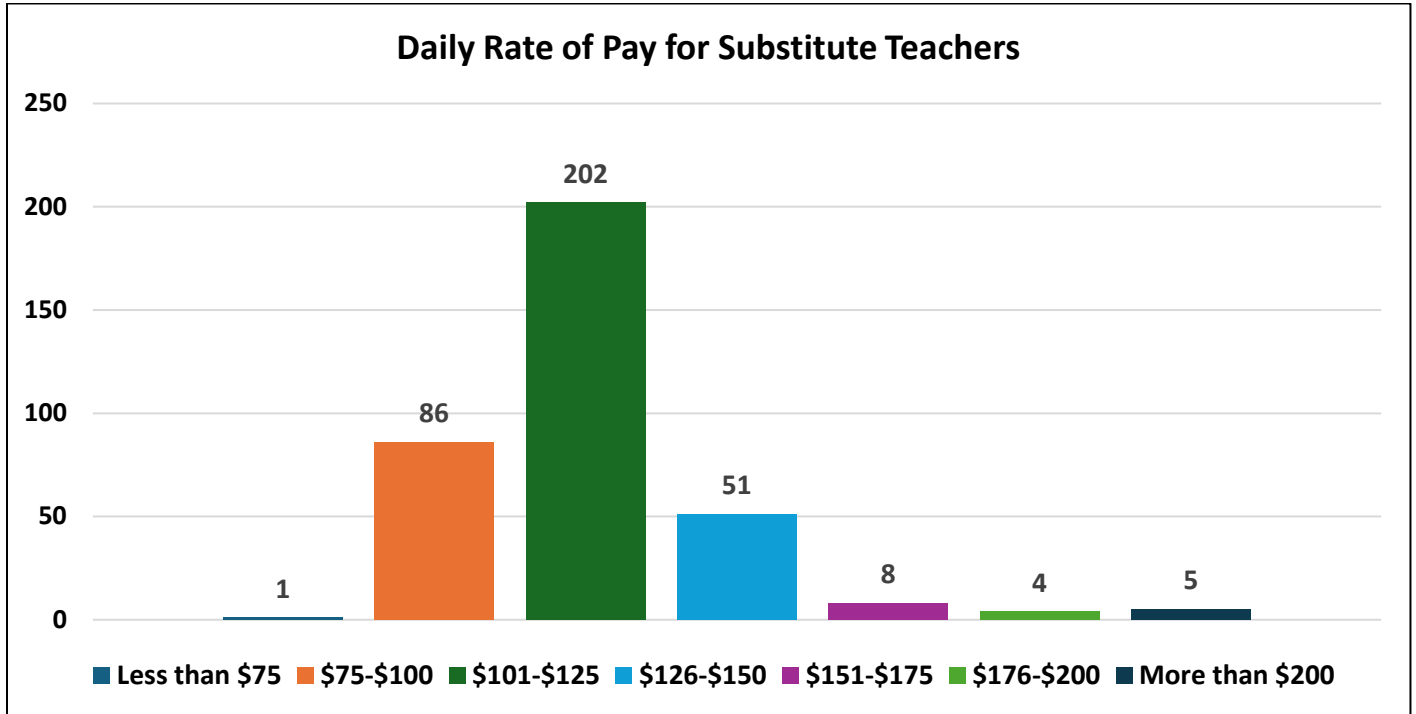
Use of Third-Party Employment Agencies

The following chart shows the number and percentage of responses when asked whether the school district or charter school uses a third-party employment agency to find substitute teachers. The majority of responses indicate that most school districts and charter schools do not rely on third-party employment agencies to find substitute teachers (314/86.3%).



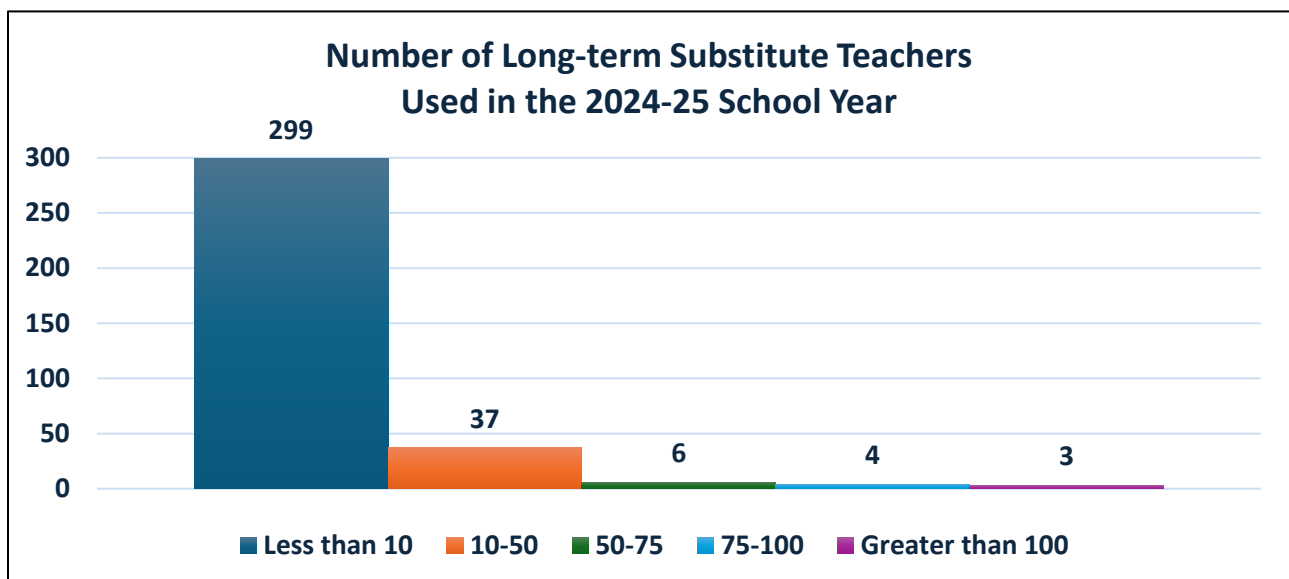
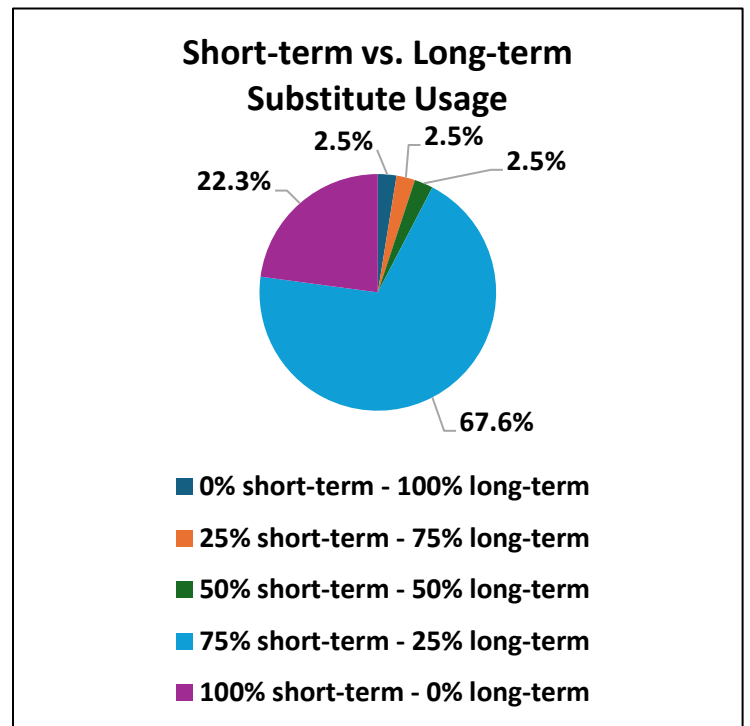
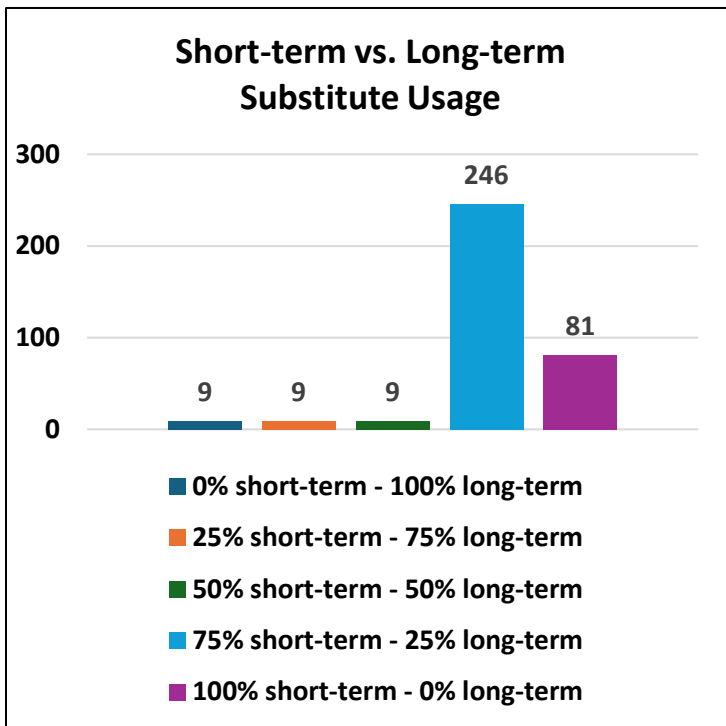
Daily Rate of Pay

The graphs below show the number and percentages of responses regarding the daily rate of pay for substitute teachers. Most substitute teachers were paid between \$101 and \$125 per day (202/55.5%).



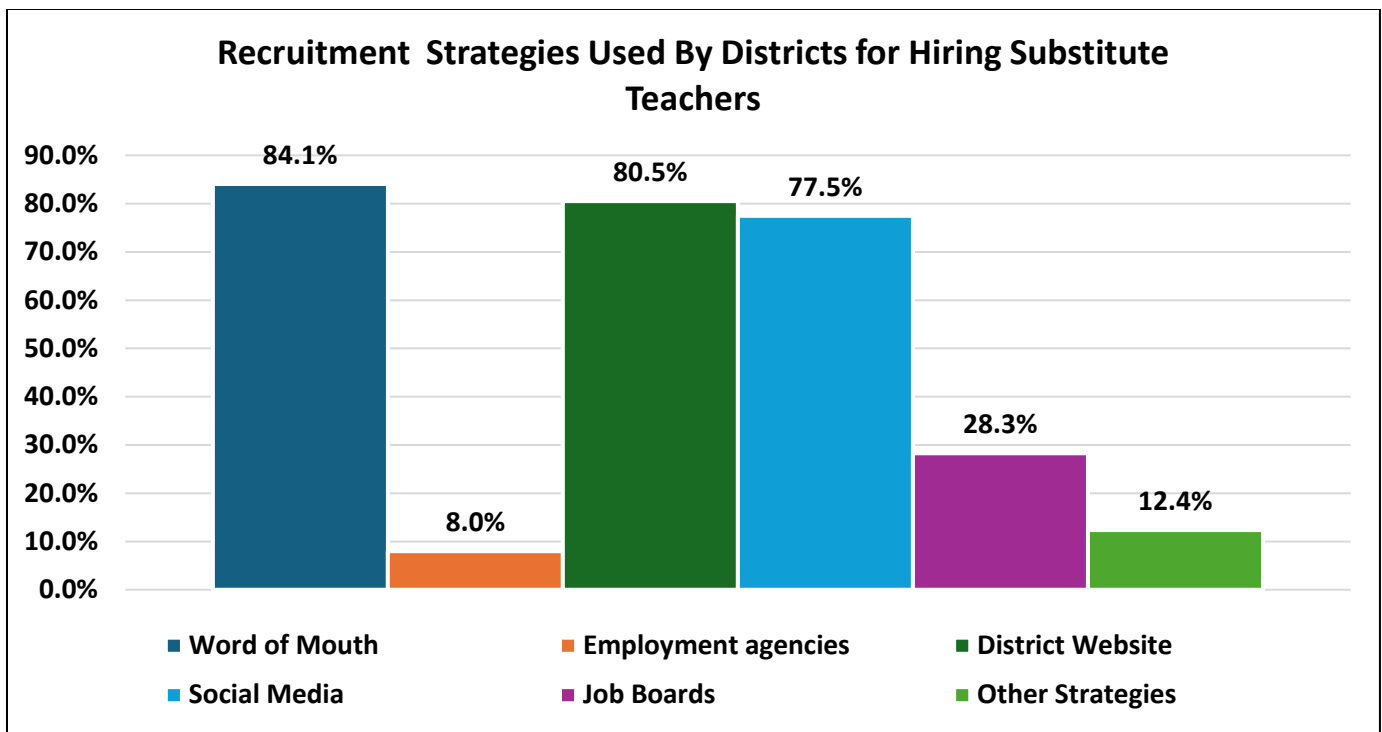
Short-term vs. Long-term Substitute Teachers

The following graphs show the number and percentage of short-term substitute teachers and long-term substitute teachers used by the school districts and charter schools. Short-term substitute teachers are defined as substitute teachers employed for one to several days at a time. Long-term substitute teachers are defined as substitute teachers employed for a full week or more at a time. The majority of school districts and charter schools, 246 or 67.6%, indicate that three-fourths of their substitute teachers are short-term while just one fourth serve as long-term substitute teachers.



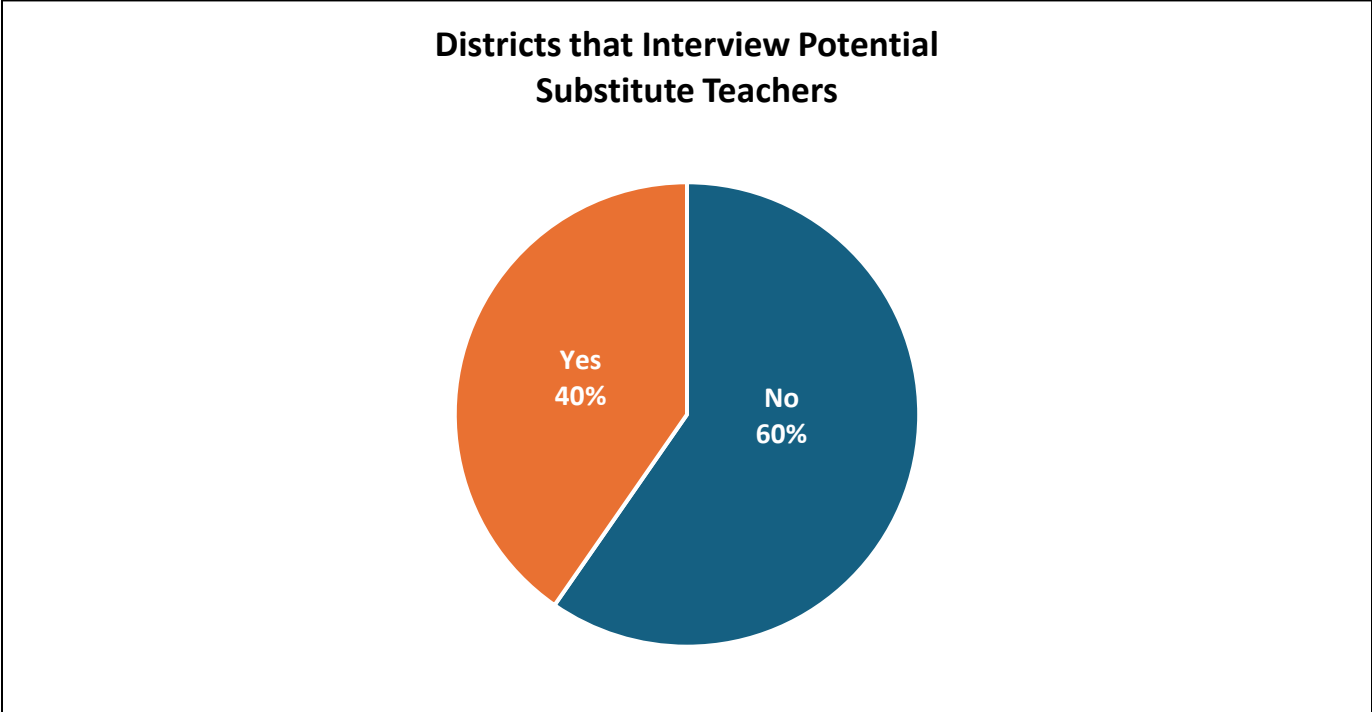
District Recruitment Strategies

School districts and charter schools were asked about the recruitment strategies they used to attract substitute teachers. The graph below shows the popularity of the different recruitment strategies used by school districts and charter schools. Most school districts and charter schools use more than one strategy to attract substitute teachers to work in their schools. The data indicates that word of mouth is the most used strategy at 84.1% followed closely by the district's website at 80.5% and social media at 77.5%. Some strategies in the "other" category include job fairs, flyers and signage, and local newspapers.



Substitute Interviews

School districts and charter schools were asked about the interview process used when hiring substitute teachers. The graph below shows the percentage of school districts and charter schools that have an interview process for potential substitute teachers. Data indicates that 60% of school districts and charter schools do not interview individuals applying to substitute teach within their district.



Below is a selection of the responses received from school districts and charter schools that do interview candidates regarding their typical interview process. They range from formal interviews, trainings, and reference checks to a simple meet and greet format.

We have them attend a group meeting and training and answer a few questions.
We ask each candidate to come in for a 30-minute interview with the executive director of HR to talk about being a substitute teacher in our district.
When a candidate applies, we call them and set a date/time to meet. After the interview and reference check, applicable candidates are presented to the school board for hire.
Just a simple meet and greet. Nothing formal.
The Executive Director holds an initial 20-to-30-minute interview (usually virtual) with the candidate. This is generally followed by a longer interview with the school principal.
We create a 15-question video interview for substitutes to respond to during our process.

District Staff Used in a Substitute Capacity

In school districts and charter schools where substitute teacher vacancies are unable to be filled, school districts and charter schools will use current staff to fill in when substitute teachers are needed. The graphs below show how often school districts and charter schools use current staff to act as a substitute teacher. The data indicates that 164 or 46.7% of school districts and charter schools use current staff as substitute teachers at least once every several weeks.

